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**Proposed programme budget for the biennium 2010-2011**

# Estimates in respect of special political missions, good offices and other political initiatives authorized by the General Assembly and/or the Security Council: United Nations Assistance Mission for Iraq

## Report of the Secretary-General

**Addendum**

*Summary*

The present report contains the proposed resource requirements for the United Nations Assistance Mission for Iraq (UNAMI) for the period from 1 January to 31 December 2010, totalling $158,989,300 net ($168,118,600 gross).

The report also contains an update on the status of the construction project related to the planned integrated headquarters compound in Baghdad.

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# I. Background and overview

1. In its resolution 1483 (2003), the Security Council requested the Secretary-General to appoint a Special Representative for Iraq. Subsequently, in its resolution 1500 (2003), the Council established the United Nations Assistance Mission for Iraq (UNAMI). In its resolution 1546 (2004), the Council affirmed that the United Nations should play a leading role in assisting the people and Government of Iraq in the formation of institutions for a representative government. Under that resolution, UNAMI played a key role in supporting both national elections and a referendum on the Iraqi Constitution. Subsequent to those achievements, the mandate of UNAMI was updated and expanded in resolution 1770 (2007) and renewed under subsequent resolutions 1830 (2008) and 1883 (2009). Under the expanded mandate, UNAMI continues to promote, support and facilitate, in coordination with the Government of Iraq, contributions from United Nations agencies, funds and programmes, to the objectives outlined in resolution 1770 (2007) under the unified leadership of the Special Representative of the Secretary-General for Iraq.

2. During 2010, UNAMI will continue to expand its efforts to assist in the national reconciliation process by promoting political dialogue with a broad base of interlocutors to resolve the fundamental issues that continue to divide Iraqi communities, including disputed internal boundaries, federalism and the sharing of natural resources. UNAMI will also continue supporting the Independent High Electoral Commission to ensure that credible electoral events, including referendums, are conducted in support of the political process. UNAMI will continue to support regional dialogue and regional bilateral and multilateral initiatives to address issues of common concern. The attainment and protection of human rights for Iraqi citizens will continue to be monitored and promoted. In 2010, UNAMI, in conjunction with the United Nations country team, will continue to seek to improve the coordination and delivery of humanitarian, reconstruction and development assistance through alignment with national and international structures and the use of evidence-based policy to "deliver as one" United Nations. In that regard, initiatives covering governance, international investment and trade, State restructuring and economic reform to support private sector development, will be crucial in improving the delivery of essential services and promoting transparency and accountability in the delivery of those services for ordinary Iraqis. These initiatives will also be linked to creating conditions for reconciliation, reintegration and return for returnees, internally displaced persons and former members of non-State armed groups.

3. To support the overall spectrum of initiatives, UNAMI will continue the ongoing realignment and improvement of its internal operational capacity and security structures, including consolidating the Mission's expanded presence across the country, as security circumstances permit. The UNAMI presence in Iraq envisaged in 2010 comprises the consolidation of United Nations offices in Baghdad and Erbil and the presences in Kirkuk, Basra, Mosul, Ramadi and Najaf. Appropriate administrative and logistics services will be provided to support the United Nations presence in country, as well as to the liaison office established in Tehran. In view of the planned drawdown of the United States Forces in Iraq, UNAMI will continue to seek to become more operationally self-reliant to conduct mandated activities across Iraq, which will include the deployment of UNAMI air

assets and Military Liaison Officers and advisers provided by Member States. However, the significant gains and improvements witnessed in the overall security environment remain both fragile and reversible.

**Collaboration and cooperation with other United Nations entities**

4. UNAMI applies the guiding principles of integration to ensure that the United Nations presence in Iraq functions in a multidimensional, coherent and mutually supportive manner. With respect to the provision of humanitarian, reconstruction and development assistance, the United Nations Iraq Assistance Strategy 2008-2010 is implemented by the United Nations country team through a sectoral coordination structure that ensures complementary action, programmatic linkages and the avoidance of duplication to capitalize on each agency's comparative advantage and ensure the effective use of resources. The work of the United Nations country team is coordinated by the Deputy Special Representative of the Secretary-General, who also serves as the Resident and Humanitarian Coordinator. The preparation and finalization of the common country assessment (CCA) and the United Nations Development Assistance Framework for Iraq 2011-2014 will further strengthen the alignment and coordination of the United Nations programming with the Government of Iraq. In addition, joint programming and coordination is performed by an United Nations Inter-Agency Information and Analysis Unit, which comprises staff from the Office for the Coordination of Humanitarian Affairs and UNAMI and provides specialist support for the collection and analysis of data to produce evidence-based policy.

5. To assist UNAMI in the implementation of its mandate, the Iraq Operations Group mechanism established at United Nations Headquarters in New York promotes the coordination and facilitates the exchange of information among Headquarters, UNAMI and United Nations agencies and programmes. As such, it constitutes the main interdepartmental, inter-agency mechanism for supporting UNAMI.

6. To promote the simplification and harmonization of the operations of the United Nations in Iraq, UNAMI has established common services agreements through memorandums of understanding signed between the Mission and the United Nations agencies, funds and programmes to cover their increased engagement in Iraq. The agreements currently cover locations and operations inside Iraq, as well as in Kuwait, to allow UNAMI to provide common services on a reimbursable basis.

**Future outlook for the Mission**

7. As Iraq continues its political and socio-economic transition, the Mission will focus on promoting political dialogue and national reconciliation, providing electoral and constitutional assistance, supporting the provision of essential services largely through technical assistance and capacity-building activities, assisting vulnerable groups and facilitating regional dialogue on issues of mutual concern. The Mission will continue to support broader United Nations engagement in the country. Growing calls by Iraqi leaders and Member States for a larger United Nations role underscore the important contribution that UNAMI is making in Iraq.

**Planning assumptions for 2010**

8. The Government of Iraq will continue to assume greater sovereign responsibilities and control with the Iraqi security forces assuming increasing responsibility for security. Overall the security situation is expected to remain broadly similar to 2009, although the situation in some parts of the country may improve.

9. There may be increased demands on the United Nations to expand its political facilitation in Iraq, particularly on disputed internal boundaries and the constitutional review. Key electoral events in 2010 will include the parliamentary elections in early 2010 and several referendum events. UNAMI will continue to be expected to play a role in supporting efforts to promote cooperation between Iraq and its neighbours.

10. The Erbil area office will continue to be a major hub for United Nations activities in northern Iraq. Other area offices, including Kirkuk, will increase their level of substantive engagement and outreach activities.

**Performance information for 2008-2009**

11. UNAMI focused on promoting political dialogue and national reconciliation, particularly with respect to the resolution of disputed internal boundaries, and the future status of the disputed city of Kirkuk. As part of that effort, UNAMI completed a set of analytical reports on the disputed internal boundaries of northern Iraq, which was presented to Iraqi leaders for consideration. UNAMI is continuing to work with Iraqi interlocutors to facilitate a meaningful process of discourse. In June 2009, those efforts led to the launch of the Task Force on Dialogue to follow up on the UNAMI reports. The Task Force meets on a weekly basis under the auspices of the United Nations to further the political process.

12. In addition, as part of an ongoing effort to facilitate dialogue on outstanding constitutional matters that need to be resolved, UNAMI provided expert advice on issues such as federalism and the sharing of natural resources and continued to promote cooperation and dialogue between Iraq and regional countries through diplomatic efforts, including through the provision of technical assistance and expertise to support bilateral initiatives, on issues such as demining and border control.

13. Further, UNAMI played a leading support role in the successful conduct of the January 2009 governorate elections and the Kurdistan regional elections on 25 July 2009. The International Electoral Assistance Team led by UNAMI supported the Independent High Electoral Commission in completing the voter registration update in mid-June for the Kurdistan regional elections and support was also provided to the Electoral Commission and the relevant governorate electoral offices in the operational planning for the delivery of the election itself. Expected accomplishments in the second half of 2009 pertain to the preparations for the national parliamentary elections scheduled for January 2010, including a successful update of voter registration lists to improve accuracy and supporting the Electoral Commission in logistical, security and operational preparations.

14. The UNAMI Human Rights Office has continued its support to advocate for a strong Independent National Human Rights Commission since the adoption of a law establishing the body was passed in the Council of Representatives in November

2008. Efforts in 2009 have been focused on supporting the processes necessary to appoint the Commissioners to the Independent National Human Rights Commission and advocating with both the Iraqi Parliament and the international community to ensure sufficient funding is available for establishing and maintaining the Commission, including capacity-building and training of staff. UNAMI has also continued to support both the Government and civil society to prepare their respective contributions to the universal periodic review due to be submitted to the Human Rights Council in 2010. On 25 June 2009, the deadline closed for applications by civil society organizations to participate in the universal periodic review process to which over 90 organizations responded; the first trainings for these organizations by the Human Rights Office commenced in August 2009.

15. UNAMI has continued to refine mechanisms for the coordination and delivery of international assistance to Iraq through the International Reconstruction Fund Facility for Iraq. These mechanisms have ensured that projects financed by the Facility have achieved tangible and significant contributions towards the relief, recovery and reconstruction of Iraq, as confirmed by a stocktaking review undertaken by an aid effectiveness body. The related report, which was presented at the eighth meeting of the Facility's Donor Committee, held on 18 February 2009, confirmed that the financing and implementation of projects by the United Nations Multi-Donor Trust Fund had a "real and meaningful" impact on Iraq's recovery. Also at that meeting, the Government of Iraq and donors endorsed the UNAMI proposal for a mechanism to maintain coordinated United Nations system programming after the closure of the Facility. This mechanism emphasizes the role of the Resident Coordinator in supporting strategic programme harmonization across the United Nations country team. This consensus is also an important achievement in that it adheres closely to the principles of the Paris Declaration on Aid Effectiveness.

16. The Mission has continued to provide strategic advice and support to the Iraq Compact secretariat, including assistance to the Government of Iraq in revising and prioritizing the benchmarks contained in the International Compact with Iraq. These new benchmarks were welcomed and endorsed at the meeting of the Baghdad Coordination Group on 26 May 2009, and are designed to reflect the country's evolving political and socio-economic situation.

17. The midterm review of the United Nations Iraq Assistance Strategy 2008-2010 was successfully completed, providing additional important assessments on the implementation of this strategy and the efficacy of assistance programmes in Iraq. In close coordination with the Government of Iraq, UNAMI launched the common country assessment process, which in turn will feed into the formulation of the United Nations Development Assistance Framework for Iraq for the years 2011 to 2014. These processes will ensure that the Organization's overall strategy of assistance to the country remains fully supportive of, and aligned with, Iraq's key socio-economic and development needs as reflected in the Government's National Development Plan for 2010-2014. This strategic harmonization will ensure that United Nations support to Iraq remains focused on priority areas aimed at increasing the collective efforts of both parties to alleviate poverty.

18. The Mission has also rendered ongoing effective technical and policy support to the efforts of the Government of Iraq to meet some of its key socio-economic and governance challenges to develop the private sector, modernize public

administration and promote the effective delivery of social services. To date, UNAMI has provided technical expertise to key Government officials to support the development of a strategy for modernizing and "right-sizing" Iraq's public administration structure. Subsequently, UNAMI provided Government officials and the donor coordination group a foundation paper on options for first-generation and advanced public administration reforms, which will help to ensure a fully coherent international process in this area. The team of experts has also provided support to the Government in developing a proposed budget strategy for Iraq from a service delivery and sectoral investment perspective, thereby feeding not only into the budget formulation process, but also into the design and modernization programme. The implementation of these programmes by UNAMI and the United Nations country team also aims to promote job creation at the local level, particularly for the most vulnerable communities, in particular returnees, refugees and former combatants. UNAMI and the United Nations country team continue to increase the Organization's presence and activities in Iraq at the national and governorate levels to ensure broader interaction with Iraqi interlocutors, more comprehensive coordination of United Nations activities and improved evidence-based assessments to improve programme delivery.

## II. Mission mandate and planned results

19. The objective, expected accomplishments and indicators of achievement for 2010 are presented below.

**Objective**: To achieve political stability, security and prosperity in Iraq.

| Expected accomplishments | Indicators of achievement |
|---|---|
| (a) Progress towards national reconciliation in Iraq | (a) (i) Increased number of high-level meetings held by Iraqi stakeholders to discuss national dialogue and reconciliation, including disputed internal boundaries<br><br>*Performance measures*<br><br>2008: 15<br><br>Estimate 2009: 20<br><br>Target 2010: 52<br><br>(ii) Number of confidence-building measures agreed to by the Government of Iraq and the Kurdish Regional Government in relation to disputed internal boundaries<br><br>*Performance measures*<br><br>2008: not available<br><br>Estimate 2009: 20<br><br>Target 2010: 40 |

| | |
|---|---|
| | (iii) Increased number of initiatives aimed at reducing the number of intra-Iraqi conflicts and improving the recognition of minority rights<br><br>*Performance measures*<br><br>2008: 23<br><br>Estimate 2009: 35<br><br>Target 2010: 45 |
| | (iv) Enhanced international and regional cooperation/confidence-building measures through the bilateral and multilateral initiatives sponsored and supported by UNAMI<br><br>*Performance measures*<br><br>2008: 5 initiatives<br><br>Estimate 2009: 8 initiatives<br><br>Target 2010: 8 initiatives |

*Outputs*

- Daily political facilitation and reconciliation through the good offices of the Special Representative of the Secretary-General
- Weekly meetings with high-level Government officials, and religious and community leaders to promote national dialogue and Arab-Kurd reconciliation to promote resolution of disputed internal boundaries
- Regular consultations with concerned Government officials, political parties, civil society and religious representatives and the diplomatic community aimed at advancing national dialogue and reconciliation
- Three training workshops for Iraqi politicians on conflict resolution
- Establishment and consolidation of new political outreach offices to enhance and sustain engagement with subnational interlocutors in five governorates
- Political analysis and guidance to parties and groups at national/subnational level regarding conflict resolution
- Four high-level visits to neighbouring countries to support the bilateral and regional initiatives mandated by the Security Council

| **Expected accomplishments** | **Indicators of achievement** |
|---|---|
| (b) Progress in the implementation and promotion of the Constitution | (b) (i) Number of laws adopted by the Iraqi Parliament to implement key provisions of the Constitution |

| | |
|---|---|
| | *Performance measures*<br>2008: 6<br>Estimate 2009: 4<br>Target 2010: 4 |
| | (ii) Number of established governmental and independent institutions in accordance with the provisions of the Constitution<br>*Performance measures*<br>2008: 4<br>Estimate 2009: 4<br>Target 2010: 2 |

*Outputs*

- Three meetings/conferences with key interlocutors to promote a review of the Constitution
- Weekly and monthly meetings, analytical write-ups and workshops with the Government and the Council of Representatives on the development of effective constitutional amendments and legislation as well as the creation of constitutional institutions
- Monthly outreach programmes, quarterly publications and quarterly workshops with civil society, political and special interest groups to promote ownership of the Constitution
- Technical and legal advice through regular meetings with regional and governorate authorities on the development of regional laws related to federalism and hydrocarbon management
- Technical and legal advice to governorate officials on the design of new regional governorate structures and the establishment of independent institutions envisaged by the Constitution
- Biweekly and ad hoc meetings with members of the Council of Representatives and Government officials as well as the diplomatic community to ensure coordination of international assistance and expertise in support of the implementation of the Constitution

| **Expected accomplishments** | **Indicators of achievement** |
|---|---|
| (c) Conduct of electoral events and strengthening of the Independent High Electoral Commission | (c) (i) Adoption of the required electoral laws necessary to conduct elections and referendums<br>*Performance measures*<br>Actual 2008: 1 (Governorate Elections Law)<br>Estimate 2009: 2 (Kurdish regional presidential and parliamentary elections)<br>Target 2010: 3 |

(ii) Improved ability of the Electoral Commission to lead planning and delivery of credible electoral events

*Performance measures*

2008: Electoral Commission-led design and coordination of the operational plans for the Governorate Council elections

Estimate 2009: Governorate Council elections and Kurdish parliamentary/ presidential elections conducted in accordance with the Electoral Commission operational plans. The Electoral Commission leads design and coordination operational plan for the national parliamentary elections

Target 2010: the Electoral Commission's operational plan successfully implemented for the national parliamentary elections and at least 2 other significant electoral events implemented

(iii) Number of trained Electoral Commission staff in all governorates on conducting electoral activities in accordance with recognized international standards

*Performance measures*

2008: 300,000

Estimate 2009: 355,000

Target 2010: 355,000

(iv) Improved accuracy of voter registration lists to ensure that all eligible Iraqis can exercise their right to vote

*Performance measures*

2008: voter registration for provincial elections accurately completed to the family level

Estimate 2009: voter registration for national parliamentary elections accurately completed to the individual level

Target 2010: voter registration to improve the accuracy of voter lists at the district and sub-district levels

*Outputs*

- Fortnightly technical and legal advice to the Council of Representatives on drafting legal and regulatory framework for the conduct of electoral events
- Five meetings/conferences with Government officials, non-governmental organizations (NGOs) and the international community to promote electoral events and encourage adherence to international best practices
- Support for the development and dissemination of Independent High Electoral Commission educational materials related to processes and regulations of electoral events
- Daily policy advice and technical electoral advice to the Board of Commissioners and the Electoral Administration of the Independent High Electoral Commission
- Daily capacity-building activities with the Independent High Electoral Commission on electoral operations-related issues, including logistics, voter registration, security, media outreach, as well as one study trip for members of the Board of Commissioners to strengthen the operational and technical capacity of the Commission
- Lessons-learned exercises with the Independent High Electoral Commission to enhance the delivery of capacity-building activities for future events
- 260 Independent High Electoral Commission trainers coached to facilitate training of Electoral Commission staff across all governorates
- Regular consultations with members of the diplomatic community and electoral institutions to coordinate international donor and technical electoral support to the Independent High Electoral Commission

| **Expected accomplishments** | **Indicators of achievement** |
|---|---|
| (d) Progress towards strengthening the rule of law and improving the respect for human rights | (d) (i) Increased functioning of the National Human Rights Commission<br><br>*Performance measures*<br><br>2008: law passed by Council of Representatives establishing the Independent High Commission for Human Rights<br><br>Estimate 2009: establishment of the Commission selection committee and commencement of the nomination of candidates<br><br>Target 2010: appointment of 11 Commissioners and establishment of branches in 5 governorates<br><br>(ii) Improved Iraqi legislation and improved monitoring and reporting on human rights in Iraq vis-à-vis international standards |

*Performance measures*

2008: ratification of the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment

Estimate 2009: preparation and submission of universal periodic review components from both the Government of Iraq and civil society to the United Nations Human Rights Council

Target 2010: formal review of the universal periodic review by the United Nations Human Rights Council

*Outputs*

- Advocacy initiatives with the Government and civil society groups to ensure the establishment of an independent national Human Rights Commission in line with international standards
- Regular advice and advocacy to the Iraqi Government and the Kurdistan Regional Government on human rights issues, including effective institutional arrangements to guarantee full respect for human rights and the reform of Iraqi legislation consistent with international human rights standards
- Fortnightly and monthly coordination meetings with representatives of the Government, the Council of Representatives and national and international NGOs present in Iraq on the implementation of a comprehensive human rights strategy to strengthen the rule of law and human rights standards
- Conduct of monthly and quarterly capacity-building activities to enhance the monitoring and reporting capacity of the Ministries of Human Rights, of the Interior, of Defence, of Justice, and of Labour and Social Affairs as well with civil society organizations
- Regular advice to Iraqi political, parliamentary and community leaders on the promotion of gender equality to ensure women's full and equal participation in decision-making structures at all levels
- Organization and facilitation of quarterly workshops on transitional justice issues for Iraqi Government representatives and sectors of civil society in cooperation with the International Centre for Transitional Justice
- Publication of biannual human rights report by UNAMI and the Office of the United Nations High Commissioner for Human Rights (OHCHR)
- Support to the Government of Iraq and civil society organizations to produce respective components of the universal periodic review through study tour to provide insights experience of other countries and technical advice to 25 national and local NGOs on tools and strategies for human rights monitoring and reporting
- Regular assessments of detention centres to monitor the number, status and conditions of detainees in order to assess the effectiveness of capacity-building measures with relevant authorities and compliance with international human rights standards

- Joint advocacy initiatives on issues related to juvenile justice, including legislative reform and support to capacity-building with the Government of Iraq in conjunction with the United Nations Children's Fund (UNICEF) and the Office of the United Nations High Commissioner for Refugees (UNHCR)
- Facilitation of quarterly joint training programmes with OHCHR and other United Nations partners (Special Rapporteur on torture and detention, UNICEF and UNHCR) for Iraqi Government officials and representatives of civil society on human rights issues
- Nationwide multimedia public information programmes in support of human rights, including weekly radio programmes, monthly advertisements in local newspapers and monthly articles in national newspapers

| Expected accomplishments | Indicators of achievement |
|---|---|
| (e) Strengthened relief, recovery and reconstruction in Iraq | (e) (i) Percentage achieved of priority Iraq Compact benchmarks related to relief, recovery and reconstruction<br><br>*Performance measures*<br><br>2008: not available<br><br>Estimate 2009: 25 per cent<br><br>Target 2010: 75 per cent<br><br>(ii) Harmonization of the United Nations integrated relief, recovery and reconstruction efforts to support the priorities of the Government of Iraq<br><br>*Performance measures*<br><br>Actual 2008: United Nations Assistance Strategy endorsed by the Government of Iraq<br><br>Estimate 2009: endorsement of the common assessment by the Government of Iraq<br><br>Target 2010: endorsement of the United Nations Development Assistance Framework by the Government of Iraq<br><br>(iii) Increased number of joint programmes for the harmonized and integrated delivery of essential services and reform of State institutions |

*Performance measures*

2008: 40

Estimate 2009: 27

Target 2010: 30

(iv) Number of projects for which NGOs in Iraq have applied for funding from the Central Emergency Response Fund

*Performance measures*

2008: 45

Estimate 2009: 50

Target 2010: 63

(v) Number of joint initiatives by the Government of Iraq, the United Nations and NGOs to strengthen and secure the safety, health, well-being, economic security, inclusion and dignity of women and girls

*Performance measures*

2008: 7

Estimate 2009: 10

Target 2010: 15

*Outputs*

- Two international and three national conferences on a new strategic direction for an updated International Compact with Iraq
- Technical advice provided to the Iraq Compact secretariat on the implementation of the International Compact
- One conference and three workshops with the Government of Iraq, key stakeholders and donors on the development of the common country assessment/United Nations Development Assistance Framework process and its alignment with the International Compact with Iraq and Iraq's National Development Plan for 2010-2014
- Aid harmonization and strategic alignment and synchronization of the United Nations country team humanitarian, reconstruction and development interventions with the Government of Iraq's National Development Plan through regular meetings of the country team and with the Government of Iraq interlocutors
- Provision of technical expertise and creation of institutional capacity by the United Nations country team to the Government of Iraq to support improved delivery of essential services and to support the reform of State institutions

- Monthly meetings with donors to promote funding of humanitarian, reconstruction and development interventions
- Regular appeals, reports and updates to international partners, donors and Iraqi authorities on required levels of assistance
- Quarterly monitoring of the implementation of programmes, projects and activities funded by donors
- Design of and advocacy for joint initiatives by the Government of Iraq, NGOs and United Nations agencies on the promotion of the safety, health, well-being, economic security and dignity of women and girls
- Training of Iraqi NGOs on improving access to funding for humanitarian interventions
- Strengthened joint advocacy and public information through monthly meetings of the inter-agency advocacy group on Iraq
- Technical expertise and advice for the Government of Iraq and civil society, in particular Iraqi NGOs, on the monitoring of violations of international humanitarian law, the promotion of human rights and on delivering humanitarian assistance

**External factors**

20. The Mission is expected to achieve its objectives provided that (a) all stakeholders maintain their political and financial commitments to Iraq; (b) there is continued cooperation between the legislative and executive branches of the Government as well as between subnational and central Government agencies in support of the electoral process; (c) there is commitment by the Government of Iraq to set the example in strengthening the rule of law and carrying out impartial investigations of alleged human rights abuses; (d) the security situation throughout Iraq is conducive towards the increased, ongoing and mobile presence of United Nations entities in country; and (e) natural disasters, including drought, do not adversely affect development activities and hinder the return and reintegration process of refugees and internally displaced persons.

## III. Resource requirements

21. The proposed resource requirements for UNAMI for the period from 1 January to 31 December 2010 are estimated at $158,989,300 net ($168,118,600 gross) as shown in tables 1 and 4. Tables 2 and 3 provide detail on the staffing requirements. The report allows for a comparison between the proposed requirements for 2010 and the requirements for 2009 as approved by the General Assembly in its resolution 63/263.

Table 1
**Total resource requirements (net)**
(Thousands of United States dollars)

| | *1 January 2008-31 December 2009* | | | *Requirements for 2010* | | *Variance analysis 2009-2010* | |
|---|---|---|---|---|---|---|---|
| *Category of expenditure* | *Appropriations* (1) | *Estimated expenditures* (2) | *Estimated unencumbered balance* (3)=(1)-(2) | *Total* (4) | *Non-recurrent* (5) | *Approved budget 2009* (6) | *Variance* (7)=(4)-(6) |
| Military and police personnel costs | 26 305.1 | 28 009.1 | (1 704.0) | 14 513.7 | — | 14 143.6 | 370.1 |
| Civilian personnel costs | 148 139.0 | 140 254.6 | 7 884.4 | 68 699.4 | — | 80 894.8 | (12 195.4) |
| Operational costs | 91 395.0 | 87 351.5 | 4 043.5 | 75 776.2 | 14 777.5 | 53 893.4 | 21 882.9 |
| **Total requirements** | **265 839.1** | **255 615.2** | **10 223.9** | **158 989.3** | **14 777.5** | **148 931.8** | **10 057.6** |

Table 2
**Total staffing requirements**

| | *Professional category and above* | | | | | | | | | *General Service and related category* | | | *National staff* | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | *USG* | *ASG* | *D-2* | *D-1* | *P-5* | *P-4* | *P-3* | *P-2* | ***Subtotal*** | *Field/ Security Service* | *General Service* | ***Total international*** | *National Officers* | *Local level* | ***Total*** |
| Approved 2009 | 1 | 2 | 3 | 8 | 20 | 71 | 88 | 24 | **217** | 239 | 3 | **459** | 97 | 497 | **1 053** |
| Proposed 2010 | 1 | 2 | 3 | 8 | 20 | 71 | 87 | 24 | **216** | 241 | — | **457** | 97 | 497 | **1 051** |
| **Change** | — | — | — | — | — | — | **(1)** | — | **(1)** | **2** | **(3)** | **(2)** | — | — | **(2)** |

22. The total staffing establishment proposed for UNAMI for the period from 1 January to December 2010 amounts to 1,051 civilian personnel, comprising 457 international staff (216 Professional positions and 241 positions in the Field Service category) and 594 national staff (97 National Officers and 497 Local level staff), 16 Military Liaison Officers and 223 contingent personnel of the Guard Units.

23. A breakdown of the staffing establishment by locations is provided in table 3 below.

Table 3
**Staffing requirements by location**

| | *Professional category and above* | | | | | | | | | *General Service and related category* | | | *Local level* | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | *USG* | *ASG* | *D-2* | *D-1* | *P-5* | *P-4* | *P-3* | *P-2* | ***Subtotal*** | *Field/ Security Service* | *General Service* | ***Total international*** | *National Officers* | *Local level* | ***Total*** |
| **Approved 2009** | | | | | | | | | | | | | | | |
| Baghdad | 1 | 1 | 3 | 7 | 16 | 37 | 39 | 16 | **120** | 112 | 1 | **233** | 46 | 179 | **458** |
| Basra | — | — | — | — | — | 2 | 5 | 1 | **8** | 5 | — | **13** | 10 | 26 | **49** |
| Erbil | — | — | — | — | — | 5 | 7 | 2 | **14** | 31 | — | **45** | 14 | 66 | **125** |
| Kirkuk | — | — | — | — | — | 3 | 3 | — | **6** | 4 | — | **10** | 6 | 19 | **35** |
| Kuwait | — | — | — | 1 | 1 | 13 | 18 | 1 | **34** | 59 | 1 | **94** | 2 | 120 | **216** |
| Amman | — | 1 | — | — | 3 | 9 | 8 | 4 | **25** | 22 | 1 | **48** | 15 | 79 | **142** |
| Ramadi | — | — | — | — | — | 1 | 3 | — | **4** | 2 | — | **6** | 2 | 4 | **12** |
| Najaf | — | — | — | — | — | 1 | 3 | — | **4** | 2 | — | **6** | 1 | 3 | **10** |
| Mosul | — | — | — | — | — | — | 2 | — | **2** | 2 | — | **4** | 1 | 1 | **6** |
| **Total 2009** | **1** | **2** | **3** | **8** | **20** | **71** | **88** | **24** | **217** | **239** | **3** | **459** | **97** | **497** | **1 053** |
| **Proposed 2010** | | | | | | | | | | | | | | | |
| Baghdad | 1 | 1 | 3 | 6 | 16 | 37 | 38 | 13 | **115** | 139 | — | **254** | 49 | 185 | **488** |
| Basra | — | — | — | — | — | 3 | 4 | 1 | **8** | — | — | **8** | 8 | 21 | **37** |
| Erbil | — | — | — | 1 | — | 5 | 9 | 2 | **17** | 31 | — | **48** | 13 | 71 | **132** |
| Kirkuk | — | — | — | — | 1 | 3 | 4 | 1 | **9** | — | — | **9** | 6 | 16 | **31** |
| Kuwait | — | — | — | — | 1 | 12 | 18 | 2 | **33** | 52 | — | **85** | 2 | 115 | **202** |
| Tehran | — | — | — | 1 | — | 1 | — | — | **2** | — | — | **2** | 1 | 1 | **4** |
| Amman | — | 1 | — | — | 2 | 7 | 8 | 2 | **20** | 19 | — | **39** | 12 | 78 | **129** |
| Ramadi | — | — | — | — | — | 2 | 2 | 1 | **5** | — | — | **5** | 3 | 4 | **12** |
| Najaf | — | — | — | — | — | 2 | 1 | — | **3** | — | — | **4** | 1 | 3 | **7** |
| Mosul | — | — | — | — | — | 1 | 2 | 1 | **4** | — | — | **3** | 2 | 3 | **9** |
| **Total 2010** | **1** | **2** | **3** | **8** | **20** | **71** | **87** | **24** | **216** | **241** | — | **457** | **97** | **497** | **1 051** |
| **Change** | — | — | — | — | — | — | **(1)** | — | **(1)** | **2** | **(3)** | **(2)** | — | — | **(2)** |

24. Changes in the staffing establishment for individual substantive and administrative offices compared to 2009 are described below.

## A. Office of the Special Representative of the Secretary-General

| | Professional category and above | | | | | | | | | General Service and related category | | | National staff | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | USG | ASG | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | Subtotal | Field/ Security Service | General Service | Total international | National Officers | Local level | Total |
| Approved 2009 | 1 | — | 1 | — | 5 | 7 | 3 | — | **17** | 4 | — | **21** | 9 | 6 | **36** |
| Proposed 2010 | 1 | — | 1 | 2 | 4 | 6 | 4 | — | **18** | 4 | — | **22** | 7 | 6 | **35** |
| **Change** | — | — | — | **2** | **(1)** | **(1)** | **1** | — | **1** | — | — | **1** | **(2)** | — | **(1)** |

25. A Principal Security Adviser (D-1) from the Security Section is redeployed to the Office of Special Representative of the Secretary-General to align the organizational structure with the strategic security advisory functions of the position. The Principal Security Adviser provides strategic security advice to the Special Representative and undertakes direct liaison and coordination with the highest levels of the Multinational Force in Iraq (MNF-I), the Iraqi Government and other State entities and organizations involved with, and neighbouring, Iraq. The requirement for a strategic level of security advice is critical during the anticipated period when there will be significant changes in the structure and mandate of MNF-I, which will have a direct impact on the level of security support provided to UNAMI. The Principal Security Adviser will respond directly to the Special Representative in his capacity as the designated official on a day-to-day basis and provide strategic guidance for the Security Section of the Mission. It is further proposed to redeploy the position of an Administrative Assistant (Local level) from the Security Section to the Office of the Special Representative of the Secretary-General to cover the existing workload in the office.

26. Further, one position of a Translator (National Officer) is proposed to be redeployed to the Office of the Deputy Special Representative of the Secretary-General (Political and Constitutional Affairs, Electoral Assistance) to provide translation assistance in the liaison office in Tehran as outlined under section B below.

**Office of the Chief of Staff**

*Existing positions (20)*: *1 D-2, 5 P-5, 4 P-4, 1 P-3, 1 Field Service, 3 National Officers, 5 Local level*

*International staff*: *Increase by 2 positions (1 D-1 and 1 P-3) (redeployments)*

*Decrease by 2 positions (1 P-5 and 1 P-4) (redeployments)*

*National staff*: *Decrease by 2 positions (1 National officer and 1 Local level) (redeployments)*

27. As the Arab-Kurdish tensions have emerged as potentially the most serious threat to the stability of Iraq, promoting dialogue between the Government of Iraq and the Kurdistan Regional Government authorities is essential. The Erbil office will be crucial in engaging key interlocutors in the capital of the Kurdistan region, and it is proposed to redeploy one position of a Director (D-1) from the newly created Political and Constitutional Affairs Office to the Office of the Chief of Staff

to head the office in Erbil. In addition, it is anticipated that the establishment of a senior position will strengthen the overall management of the enlarged office in Erbil which is expected to continue to grow in 2010.

28. The existing P-5 position of head of the Erbil office and related functions are therefore no longer required and it is proposed to redeploy the position to the Electoral Assistance Office to accommodate functions of a Senior Electoral Affairs Officer, who will support the Chief Technical Adviser on sensitive political issues with key interlocutors and manage the coordinated programme delivery with the United Nations country team and donors. In this context, it is also proposed to redeploy a National Officer position, the related functions of which are no longer required, to the Electoral Assistance Office to assist with the anticipated surge in electoral activities and referendums scheduled for 2010.

29. The functions of Gender Adviser are currently performed at the P-4 level. After reviewing the gender affairs issues for UNAMI, including the related responsibilities and functions emanating from Security Council resolution 1325 (2000) on women, peace and security, it is proposed that in 2010 tasks be handled at the P-3 level, with additional support and guidance made available by the Conduct and Discipline Officer (P-5) on a when-needed basis.

30. In this context, it is proposed to exchange the existing position of an Area Coordinator (P-3) in Ramadi in the Development and Humanitarian Support Office with the Gender Adviser position (P-4) in the Office of the Chief of Staff in order to align the level of this position with the other existing Area Coordinator positions of UNAMI in Erbil, Basra, Najaf, Mosul and Kirkuk and to ensure representation at the appropriate level when interacting with key counterparts and stakeholders in the Governor's office, with local authorities the United Nations country team agencies, the Provincial Reconstruction Team and other stakeholders.

31. Owing to the increase in workload in the Human Resources Section, it is proposed to redeploy one position of Administrative Assistant (Local level), which is no longer required in the Office, to the Human Resources Section as Human Resources Assistant.

## B. Substantive offices

| | *Professional category and above* | | | | | | | | | *General Service and related category* | | | *National staff* | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | *USG* | *ASG* | *D-2* | *D-1* | *P-5* | *P-4* | *P-3* | *P-2* | ***Subtotal*** | *Field Security Service* | *General Service* | ***Total international*** | *National Officers* | *Local level* | ***Total*** |
| Approved 2009 | — | 2 | 2 | 6 | 11 | 39 | 39 | 6 | **105** | 6 | 2 | **113** | 74 | 63 | **250** |
| Proposed 2010 | — | 2 | 2 | 5 | 11 | 40 | 37 | 6 | **103** | 5 | — | **108** | 76 | 64 | **248** |
| **Change** | — | — | — | **(1)** | — | **1** | **(2)** | — | **(2)** | **(1)** | **(2)** | **(5)** | **2** | **1** | **(2)** |

**Office of the Deputy Special Representative of the Secretary-General for Political and Constitutional Affairs as well as Electoral Assistance**

| | |
|---|---|
| *Existing positions (5):* | *1 ASG, 1 D-1, 1 P-4, 1 General Service (Principal level), 1 National Officer* |
| *International staff:* | *Increase by one P-4 position (redeployment)* |
| | *Conversion of one position (1 GS (Principal level) to Field Service)* |
| *National staff:* | *Increase by 3 positions (1 National Officer, 2 Local level) (redeployments)* |

32. As the Government of Iraq has shifted from interacting with its regional neighbours on a multilateral basis to a bilateral basis and in the light of the sensitive relationship between Iraq and the Islamic Republic of Iran and the sensitivities associated with that relationship, it is necessary to strengthen the UNAMI liaison office in Tehran and it is therefore proposed to redeploy the position of Political Affairs Officer (P-4) and of an Administrative Assistant (Local level) from the Political and Constitutional Affairs Office, and the position of a Translator (National Officer) from the Office of the Special Representative of the Secretary-General for this purpose. The total number of staff proposed for the liaison office in Tehran in 2010 comprises four positions (1 D-1, 1 P-4, 1 National Officer and 1 Local level).

33. As a result of the adoption of General Assembly resolution 63/250 on human resources management, including the harmonization of conditions of service, it is proposed to convert the existing General Service (Principal level) position to the Field Service level.

34. Finally, it is also proposed to redeploy one position of an Administrative Assistant (Local level) which is no longer required in the Safety and Security Service to the Office in order to assist with the increased workload of the office arising from the resulting activities of the liaison office in Tehran.

**Political and Constitutional Affairs Office**

| | |
|---|---|
| *Existing positions (82):* | *1 D-2, 2 D-1, 5 P-5, 15 P-4, 10 P-3, 2 P-2, 1 Field Service, 28 National Officer, 18 Local level* |
| *International staff:* | *Decrease by 4 positions (1 D-1, 1 P-5, 1 P-4, 1 P-3) (3 redeployments, one abolition)* |
| *National staff:* | *Decrease by 1 position (1 Local level) (redeployment)* |

35. Given the close collaboration and interaction between the Political Affairs Office and the Constitutional Support Office, the two offices are proposed to be merged to create a single entity in which constitutional support will be one of the substantive areas under the political pillar, alongside national reconciliation, disputed boundaries and intersectarian relations. The merging of the two entities internally will streamline operations and improve service delivery and results whereby three positions are no longer required as functions can be accommodated from within the enlarged office resulting in the redeployment of a D-1 position to the Office of the Chief of Staff to head the office in Erbil as outlined under section A above as well as of one Political Affairs Officer position (P-4) and one Local level position to the Office of the Deputy Special Representative of the Secretary-General

(Political and Constitutional Affairs, Electoral Assistance) to strengthen the UNAMI liaison office in Tehran as outlined above.

36. The position of a Senior Constitutional Affairs Officer (P-5), which is no longer required, is proposed to be redeployed to the Office of the Chief Mission Support in Baghdad to accommodate the need for a Project Manager as outlined under section D below.

37. Functions of one Political Affairs Officer (P-3) will be subsumed within the existing staffing establishment and the position is therefore proposed to be abolished.

**Electoral Assistance Office**

| | |
|---|---|
| *Existing positions (22):* | *1 D-2, 1 P-5, 8 P-4, 6 P-3, 1 Field Service, 5 Local level* |
| *International staff:* | *Increase by 1 P-5 position and decrease by 1 Field Service position (redeployments)* |
| *National staff:* | *Increase by 1 position (National officer) (redeployment)* |

38. As indicated in paragraph 28 above, functions of a Senior Electoral Affairs Officer (P-5) are proposed to be accommodated through redeployment of a P-5 position from the Office of the Chief of Staff to support the Chief Technical Adviser (D-2) in engaging with the Board of Commissioners of the Independent High Electoral Commission on sensitive political issues and to manage the increased engagement on governance and other related issues with the United Nations country team and donors with a view to ensuring the delivery of successful and coordinated programme delivery. In 2010, the scope and scale of electoral events and the number of proposed referendums will involve dealing with several highly delicate and contentious issues, including the status of electoral legislation and resolving politically sensitive electoral matters whereby the Senior Electoral Affairs Officer will provide high quality legal advice, review electoral regulations and analyse potential confidence-building measures and anti-fraud safeguards to ensure the overall credibility of the electoral process. The incumbent will also support the Chief Technical Adviser by ensuring the successful design, implementation and monitoring of projects funded from the United Nations Development Group Trust Fund.

39. In addition, functions of an Electoral Affairs Officer (National Officer) to provide guidance and to increase understanding of the political dynamics and their impact upon the work of the Office are proposed to be also met through redeployment from the Office of Chief of Staff. The incumbent will provide extensive background analysis and knowledge on the functioning and structures of Iraqi governmental institutions and provide outreach to Iraqi civil society organizations and will also analyse and assess the technical implications of the electoral processes and their relationship vis-à-vis the national reconciliation processes.

40. One position of an Electoral Logistics Assistant (Field Service) is no longer required as the type of interventions proposed focuses more on an advisory role of UNAMI to the Independent High Electoral Commission that can be met through the existing staffing establishment. It is therefore proposed to redeploy the position to the Safety and Security Service to perform functions of a Security Officer.

**Office of the Deputy Special Representative of the Secretary-General for Development and Humanitarian Support**

*Existing positions (77)*: *1 ASG, 1 D-1, 2 P-5, 8 P-4, 15 P-3, 3 P-2, 3 Field Service, 1 General Service (Other level), 24 National Officers, 19 Local level*

*International staff*: *Increase by 1 position (P-4) (redeployment)*

*Decrease by 4 positions (2 P-3, 1 Field Service) (redeployments), 1 General Service (Other level) (abolition)*

41. As outlined under the Office of the Chief of Staff above, it is proposed to exchange the existing position of an Area Coordinator (P-3) in Ramadi with the Gender Adviser position (P-4) in the Office of the Chief of Staff in order to align the level of this position with the other existing Area Coordinator positions and to ensure representation at the appropriate level when interacting with key counterparts with a view to meeting the high expectations of the Iraqi Government and key stakeholders for a stronger, more visible United Nations presence in the field.

42. Further, functions of a Humanitarian Affairs Officer (P-3) supporting the Deputy Special Representative of the Secretary-General in Amman can be absorbed by other positions within the office, and it is therefore proposed to redeploy the position to the Human Rights Office in Mosul to perform functions of a Human Rights Officer (P-3).

43. The Office also puts emphasis on capacity-building of national staff that are envisaged to perform administrative and information technology (IT) (database) functions in the Office previously performed by international staff. Consequently, it is proposed to redeploy the position of Database Assistant (Field Service) to the Safety and Security Service to perform functions of a Security Officer (Information and Analysis) as functions will be absorbed by national staff in the Office.

44. One position of Administrative Assistant (General Service (Other level)) is no longer required and is proposed to be abolished.

**Human Rights Office**

*Existing positions (46)*: *1 D-1, 2 P-5, 6 P-4, 6 P-3, 1 Field Service, 17 National Officer, 13 Local level*

*International staff*: *Increase by 1 P-3 position (redeployment)*

45. The Human Rights Office foresees the need to strengthen its presence in Mosul, the third largest city in Iraq, which remains at the fault line of ethnic and sectarian tensions, including reports of discrimination against minority groups within the governorate, by one Human Rights Officer. It proposed to meet this requirement through redeployment of a position of Humanitarian Affairs Officer (P-3) whose functions are no longer required in the Office of the Deputy Special Representative of the Secretary-General, as outlined above.

## C. Safety and Security Service

| | Professional category and above | | | | | | | | | General Service and related category | | | National staff | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | USG | ASG | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | Subtotal | Field/ Security Service | General Service | Total international | National Officers | Local level | Total |
| Approved 2009 | — | — | — | 1 | 1 | 7 | 15 | 16 | **40** | 107 | — | **147** | 12 | 137 | **296** |
| Proposed 2010 | — | — | — | — | 1 | 7 | 15 | 16 | **39** | 109 | — | **148** | 12 | 130 | **290** |
| **Change** | — | — | — | **(1)** | — | — | — | — | **(1)** | **2** | — | **1** | — | **(7)** | **(6)** |

46. As described under section A above, the position of Principal Security Adviser (D-1) is proposed to be redeployed to the Office of Special Representative of the Secretary-General with a view to aligning the organizational structure with the strategic security advisory functions of the position.

47. To meet the increased need for Security Officer (Field Service) in the Information and Analysis Unit, it is proposed to redeploy one Field Service position each from the Office of the Deputy Special Representative of the Secretary-General for Development and Humanitarian Support and from the Electoral Assistance Office, as outlined in section B above.

48. Further, it is proposed to redeploy two Administrative Assistant positions (Local level), one position each to the Office of the Special Representative of the Secretary-General and the Office of the Deputy Special Representative of the Secretary-General (Political and Constitutional Affairs, Electoral Assistance) to assist with the increased workload in the respective areas. The functions of the two positions to be redeployed can be absorbed by the remaining staffing establishment.

49. Functions of five positions of Radio Operator (Local level) (three in Basra and two in Kuwait) are proposed to be redeployed to the General Services Section to accommodate the need for additional Facilities Management Assistants as described under section D, Mission support, below. The expectation is that the functions of the positions to redeployed can be absorbed by the existing staff in these locations.

## D. Mission support

| | Professional category and above | | | | | | | | | General Service and related category | | | National staff | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | USG | ASG | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | Subtotal | Field/ Security Service | General Service | Total international | National Officers | Local level | Total |
| Approved 2009 | — | — | — | 1 | 3 | 18 | 31 | 2 | **55** | 122 | 1 | **178** | 2 | 291 | **471** |
| Proposed 2010 | — | — | — | 1 | 4 | 18 | 31 | 2 | **56** | 123 | — | **179** | 2 | 297 | **478** |
| **Change** | — | — | — | — | **1** | — | — | — | **1** | **1** | **(1)** | **1** | — | **6** | **7** |

**Office of the Chief Mission Support**

| | |
|---|---|
| *Existing positions (20):* | *1 D-1, 4 P-4, 4 P-3, 1 P-2, 4 Field Service, 6 Local level* |
| *International staff:* | *Increase by 1 position (P-5) (redeployment)* |
| | *Decrease by 1 position (P-2) (redeployment)* |
| *National staff:* | *Decrease by 1 position (Local level) (redeployment)* |

50. In accordance with paragraph 18 of the report of the Advisory Committee on Administrative and Budgetary Questions (A/63/601) on the provision of an integrated headquarters facility for the United Nations Assistance Mission in Iraq, in Baghdad, it is envisaged that a dedicated Project Manager position be established in the Office at the P-5 level to manage the planned construction project. Under the immediate supervision of the Office of the Chief Mission Support, the incumbent will report to the United Nations Integrated Compound Oversight Group at United Nations Headquarters and be responsible for providing management and oversight for all phases of the construction project (design, construction and implementation), for the coordination of contractors, ensuring that specifications are being followed and that work is proceeding on schedule and within budget, for overseeing the performance of all trade contractors and review all architectural and engineering drawings to make certain that all specifications are being adhered to, for the proper administration of all project-related contracts, including verifying all necessary permits and licences, for tracking and monitoring construction schedules and associated costs to achieve the completion of the project within time and allocated funds, for producing regular progress reports and necessary modification plans, for meeting with contractors to discuss all aspects of the project relevant to their activities and performance, and for meeting with designated Mission support staff to discuss aspects of the project that require inputs and review. A Senior Constitutional Affairs Officer position (P-5) in the Political and Constitutional Affairs Office which is no longer required is proposed to be redeployed to the office, with a commensurate change in functions.

51. In line with the United Nations air transportation policy, aviation safety support for UNAMI will be provided by Regional Aviation Safety Officers based at the United Nations Logistics Base at Brindisi, Italy, and thus the position of Aviation Safety Officer (P-2) is no longer required. It is therefore proposed to redeploy the position to the Air Operations Section to accommodate the need for an Air Operations Officer (P-2).

52. Owing to an increase in the administrative workload as a result of the adoption of General Assembly resolution 63/250 on human resources management, it is proposed to redeploy the position of a Budget Assistant (Local level) to the Human Resources Section to perform functions of a Human Resource Assistant (recruitment and induction). The functions of the Budget Assistant will be absorbed by the remaining staffing complement of the budget area.

*Administrative sections*

**Human Resources Section**

*Existing positions (29)*: *1 P-4, 3 P-3, 9 Field Service, 1 General Service (Other level), 15 Local level*

*International staff*: *Conversion of 1 position (1 General Service (Other level) to Field Service)*

*National staff*: *Increase by 4 positions (Local level) (redeployments)*

53. As a result of the adoption of General Assembly resolution 63/250 on human resources management, including the harmonization of conditions of service, it is proposed to convert the existing General Service (Principal level) position to the Field Service level.

54. The recruitment functions for Kirkuk, Ramadi, Basra, Najaf and Mosul are performed in Kuwait and Amman. In order to strengthen the recruitment area, it is proposed to utilize the redeployed positions of Budget Assistant (Local level) from the Office of the Chief Mission Support and Driver (Local level) from the Transport Section to assist in monitoring vacancies, the recruitment and placement of staff as well as the induction of newly recruited staff.

55. Furthermore, a Switchboard Operator position (Local level) from the Communications and Information Technology Section is proposed to be redeployed to the Attendance Unit in Kuwait as a Human Resources Assistant to accommodate the need for additional recording and monitoring capacity related to the attendance of international and national staff Mission-wide.

56. One post of Administrative Assistant (Local level) from the Office of Chief of Staff is proposed to be redeployed to the Human Resources Section as a Human Resources Assistant in the Attendance Unit. The incumbent will be the focal point for clearing staff checkout in relation with their attendance records and liaising with the Finance Section in connection with settling outstanding payments of separated staff as well as dealing with audit responses on attendance.

**Finance Section**

*Existing positions (23)*: *1 P-4, 2 P-3, 6 Field Service, 12 Local level*

*National staff*: *Increase by 1 position (Local level) (redeployment)*

57. Invoice matching and processing functions (receipt and monitoring of all invoices, review of global and local contracts as well as purchase orders prior to payments) including reconciliation and liquidation of all balances of purchase orders in the Mercury procurement system will be transferred from the Procurement Section to the Finance Section. Consequently, it is proposed to redeploy one position of a Procurement Assistant (Local level) from the Procurement Section to the Finance Section to perform these functions as a Finance Assistant (Local level).

**General Services Section**

*Existing positions (49):* *1 P-4, 1 P-3, 19 Field Service, 28 Local level*

*International staff:* *Decrease by 1 position (Field Service) (redeployments)*

*National staff:* *Increase by 7 positions (Local level) (redeployments)*

58. An Administrative Assistant position (Field Service) in the Identification Unit in Baghdad is no longer required, whereby related functions will be absorbed within the remaining staffing complement. The position is proposed to be redeployed to the Air Operation Section as the Movement Control Assistant.

59. One position of Switchboard Operator (Local level) from the Communications and Information Technology Section and five positions of Radio Operators (Local level) in the Safety and Security Service are proposed to be redeployed to the Section as Facility Management Assistants who will be required to perform functions as handymen and cleaners to manage and support the increase in office space in Baghdad at UNAMI headquarters for United Nations system agencies and Mission support, including engineering and transport workshops.

60. The current existing position of one Claims Assistant (Local level) is not sufficient to carry out duties in Kuwait, which is the logistics hub of the entire Mission. The Mission requires two full-time positions to allow for proper accountability of United Nations-owned equipment (handled by one staff member) and third party insurance claims and loss of personal effects (handled by another staff member). It is therefore proposed to meet the requirement for an additional position through redeployment from the Procurement Section as outlined below.

**Procurement Section**

*Existing positions (27):* *1 P-4, 3 P-3, 7 Field Service, 1 National Officer, 15 Local level*

*National staff:* *Decrease by 3 positions (1 National Officer, 2 Local level) (redeployments)*

61. In order to centralize the processing of all training service contracts for the Mission, it is proposed to redeploy a position of Procurement Officer (National Officer) to the Engineering Section to accommodate the need for an additional Engineer. The functions of the Procurement Officer will be absorbed within the remaining staffing complement.

62. Further, as outlined under the Finance and General Services Sections above, it is proposed to redeploy one Local level position each to these sections to accommodate the transfer of invoice matching functions from the Procurement Section to the Finance Section and the need for a Claims Assistant in the General Services Section. The functions of the positions to be redeployed will be absorbed within the remaining staffing complement.

*Technical support sections*

**Communications and Information Technology Section**

*Existing positions (82):* *1 P-4, 3 P-3, 1 P-2, 24 Field Service, 53 Local level*

*National staff:* *Decrease by 2 positions (Local level) (redeployments)*

63. As described under the Human Resources and General Services Sections above, it is proposed to redeploy one Local level position each to these sections to accommodate additional requirements for a Human Resource Assistant (Local level) in the Human Resources Section and a Facilities Management Assistant (Local level) in the General Services Section.

**Engineering and Buildings Management Section**

*Existing positions (66):* *2 P-4, 4 P-3, 5 Field Service, 1 National Officer, 54 Local level*

*National staff:* *Increase by 2 positions (1 National Officer and 1 Local level) (redeployment)*

64. In order to cover the anticipated increased engineering activities in Erbil, it is proposed to deploy additional engineering capacity and to strengthen the Section with an additional National Officer position. This position is to be accommodated by the redeployment from the Procurement Section as outlined above. In addition, there will be a requirement for a Technician Assistant (Local level) in Erbil which is proposed to be met through redeployment of a dispatcher position (Local level) from the Transport Section to the Engineering Section.

**Transport Section**

*Existing positions (80):* *1 P-4, 1 P-3, 8 Field Service, 70 Local level*

*National staff:* *Decrease by 2 positions (Local level) (redeployment)*

65. As described under the Human Resources and the Engineering Sections above, it is proposed to redeploy one Local level position each to these sections to accommodate additional requirements for a Human Resource Assistant (Local level) in the Human Resources Section and a Technician Assistant (Local level) in the Engineering Section.

**Supply and Services Section**

*Existing positions (33):* *1 P-4, 3 P-3, 10 Field Service, 19 Local level*

*International staff:* *Decrease by 1 position (Field Service) (redeployment)*

66. The Supply and Services Section is proposed to absorb the function of an Inventory and Supply Assistant (Field Service) within the remaining staffing complement to accommodate the need for a Movement Control Assistant in the Air Operations Section, as described below.

**Air Operations Section**

*Existing positions (36):* *1 P-4, 3 P-3, 18 Field Service, 14 Local level*

*International staff:* *Increase by 3 positions (1 P-2, 2 Field Service) (redeployments)*

67. As indicated under the Office of the Chief Mission Support above, functions of an Air Operations Officer (P-2), to be met through redeployment from the Office of the Chief Mission Support, are required in the Section to cover technical compliance and quality assurance tasks.

68. Further, two additional Movement Control Assistants (Field Service) are required in the Air Movement Operations Centre to enable fully staffed shift operations (two person per shift) in the light of the expected increase in air operations. One of the incumbents will be carrying out flight planning, clearances, pre-flight briefing, flight following, initial emergency response support along with supplementary duties, which include the management of flight and aircraft documents related to the operations of UNAMI aircraft, while the second additional Movement Control Assistant (Field Service) will be managing and coordinating late changes to movement plans, air and surface cargo movement tracking, coordinating check-in, boarding and receiving passengers arriving via United Nations, commercial or MNF-I flights. Both functions will be accommodated through redeployment of one Field Service position each from the Supply and Services and General Services Sections.

Table 4
**Detailed cost estimates**
(Thousands of United States dollars)

| | *1 January 2008-31 December 2009* | | | *Requirements for 2010* | | *Variance analysis 2009-2010* | |
|---|---|---|---|---|---|---|---|
| *Category of expenditure* | *Appropriations* (1) | *Estimated expenditures* (2) | *Estimated unencumbered balance* (3)=(1)-(2) | *Total* (4) | *Non-recurrent* (5) | *Approved budget 2009* (6) | *Variance* (7)=(4)-(6) |
| **I. Military and police personnel** | | | | | | | |
| Military liaison officers | 2 604.6 | 2 188.2 | 416.4 | 1 177.0 | — | 1 727.1 | (550.1) |
| Military contingents | 23 700.5 | 20 820.9 | 2 879.6 | 13 336.7 | — | 12 416.5 | 920.2 |
| **Total, category I** | **26 305.1** | **23 009.1** | **3 296.0** | **14 513.7** | **—** | **14 143.6** | **370.1** |
| **II. Civilian personnel** | | | | | | | |
| International staff | 125 372.6 | 122 481.5 | 2 891.1 | 52 199.9 | — | 69 614.5 | (17 414.6) |
| National staff | 22 766.4 | 22 773.1 | (6.7) | 16 499.5 | — | 11 280.3 | 5 219.2 |
| **Total, category II** | **148 139.0** | **145 254.6** | **2 884.4** | **68 699.4** | **—** | **80 894.8** | **(12 195.4)** |
| **III. Operational costs** | | | | | | | |
| Consultants and experts | 679.0 | 990.3 | (311.3) | 584.0 | — | 518.5 | 65.5 |
| Official travel | 4 426.6 | 5 855.0 | (1 428.4) | 3 678.0 | — | 1 143.3 | 2 534.8 |

| Category of expenditure | 1 January 2008-31 December 2009 | | | Requirements for 2010 | | Variance analysis 2009-2010 | |
|---|---|---|---|---|---|---|---|
| | Appropriations (1) | Estimated expenditures (2) | Estimated unencumbered balance (3)=(1)-(2) | Total (4) | Non-recurrent (5) | Approved budget 2009 (6) | Variance (7)=(4)-(6) |
| Facilities and infrastructure | 24 450.4 | 20 797.3 | 3 653.1 | 17 122.9 | 4 770.5 | 17 452.1 | (329.2) |
| Ground transportation | 17 240.1 | 14 909.0 | 2 331.1 | 2 939.8 | 1 269.6 | 2 530.7 | 409.1 |
| Air operations | 21 817.3 | 17 646.7 | 4 170.6 | 23 037.5 | 83.5 | 18 761.4 | 4 276.1 |
| Communications | 11 352.5 | 13 968.2 | (2 615.7) | 7 683.7 | 3 887.5 | 6 312.9 | 1 370.8 |
| Information technology | 5 562.8 | 6 374.4 | (811.6) | 5 667.0 | 4 308.7 | 3 291.2 | 2 375.8 |
| Medical | 1 011.3 | 878.7 | 132.6 | 999.3 | 196.5 | 656.3 | 343.0 |
| Special equipment | 129.6 | 30.0 | 99.6 | 90.0 | 90.0 | 88.4 | 1.6 |
| Other supplies, services and equipment | 4 725.4 | 5 901.9 | (1 176.5) | 13 974.0 | 171.2 | 3 138.6 | 10 835.4 |
| **Total, category III** | **91 395.0** | **87 351.5** | **4 043.5** | **75 776.2** | **14 777.5** | **53 893.4** | **21 882.9** |
| **Total requirements** | **265 839.1** | **255 615.2** | **10 223.9** | **158 989.3** | **14 777.5** | **148 931.8** | **10 057.6** |

# IV. Analysis of resource requirements[1]

## A. Military and police personnel

*($14,513,700)*

| | Appropriations 2008-2009 | Estimated expenditures 2008-2009 | Estimated unencumbered balance 2008-2009 | Total requirements 2010 | Approved budget 2009 | Variance 2009-2010 |
|---|---|---|---|---|---|---|
| **Military Liaison Officers** | 2 604.6 | 2 188.2 | 416.4 | 1 177.0 | 1 727.1 | (550.1) |

69. The provision of $1,177,000 reflects requirements for 16 Military Liaison Officers deployed throughout the Mission area for entitlements at established standard rates for mission subsistence allowance ($590,700) and clothing allowance ($3,200). It further includes requirements for emplacement travel at an estimated cost of $2,500 for an estimated 3 trips as well as repatriation travel at $5,000 per trip for an estimated 13 trips ($72,500), for death and disability ($40,000) as well as costs for logistics/life support services (rations, water, accommodations) based on the mission experience in 2009 ($470,600).

70. Decreased requirements for 2010 mainly reflect the reduction in life support costs from $201 per person per day in 2009 to some $90 in 2010 based on actual experience gained in 2009, reduced mission subsistence allowance rates compared to 2009, partially offset by the increase in the number of Military Liaison Officers from 13 in 2009 to 16 in 2010 in line with the planned increased representation at the existing locations.

[1] Resource requirements in tables are expressed in thousands of United States dollars.

71. Estimated unencumbered balances for the biennium 2008-2009 are attributable mainly to the delayed deployment of Military Liaison Officers.

| | *Appropriations 2008-2009* | *Estimated expenditures 2008-2009* | *Estimated unencumbered balance 2008-2009* | *Total requirements 2010* | *Approved budget 2009* | *Variance 2009-2010* |
|---|---|---|---|---|---|---|
| **Military contingents** | 23 700.5 | 20 820.9 | 2 879.6 | 13 336.7 | 12 416.5 | 920.2 |

72. The provision of $13,336,700 reflects requirements for a total of 223 guards for standard troop cost reimbursements at the established standard rates ($3,027,400), costs related to the emplacement, rotation and repatriation of military personnel ($4,816,800) at an average cost of $4,500 for 892 rotation trips (four trips per contingent member a year), daily allowance ($104,200) and recreational leave allowance ($32,800), death and disability ($89,200) as well as costs for life and logistical support services ($5,266,300) at an estimated rate of some $65 per person per day.

73. Increased requirements for 2010 reflect mainly increased costs for troop rotations in the light of the increase in the rotation schedule from two rotations to four in 2010, partially offset by lower life and logistical support service costs compared to 2009, the budget of which was based on an average rate of $83 per person per day.

74. Estimated unencumbered balances for 2008-2009 are mainly the result of lower costs for life support/logistical services costs than estimated as the Mission through its support structure as well as through reliance on local contractors provided logistical support to the guard contingent rather than utilizing MNF-I for the full provision of such services.

## B. Civilian personnel

*($68,699,400)*

| | *Appropriation 2008-2009* | *Estimated expenditures 2008-2009* | *Estimated unencumbered balance 2008-2009* | *Total requirements 2010* | *Approved budget 2009* | *Variance 2009-2010* |
|---|---|---|---|---|---|---|
| **International staff** | 125 372.6 | 122 481.5 | 2 891.1 | 52 199.9 | 69 614.5 | (17 414.6) |

75. The provision of $52,199,900 reflects requirements for salaries ($22,581,600), common staff costs ($23,175,700), hazardous duty allowance at the established monthly rate of $1,365 ($3,849,000), and personal transitional allowance ($2,593,600) for 457 international staff positions. A vacancy factor of 30 per cent has been applied to cost estimates for 2010. Overall requirements also include a three-month provision for salaries and common staff costs for the Special Adviser of the Secretary-General on the Iraq Compact and other issues ($89,700). The provision also reflects the new cost components resulting from the harmonization of conditions of service. The personal transitional allowance represents a transitional measure to mitigate against loss in overall compensation for affected staff as a result

of the adoption of General Assembly resolution 63/250 on human resources management, including the harmonization of conditions of service.

76. Reduced requirements for 2010 reflect mainly the transfer of the provision for logistical and life support services from civilian personnel costs to operational costs, savings related to the payment of mission subsistence allowance, which is no longer applicable as a result of the harmonization of conditions of service, partially offset by the full cost impact of the harmonization of conditions of service for salaries (post adjustment) and common staff costs (mobility and hardship allowance, assignment and relocation grants) as well as the introduction of a personal transitional allowance.

77. Estimated unencumbered balances for 2008-2009 are attributable mainly to lower logistical and life support services costs for civilian personnel as a result of the limited deployment of civilian personnel to Iraq based on the security conditions on the ground, partially offset by increased requirements for salaries and common staff costs owing to a lower actual vacancy rate than budgeted (some 32 per cent compared to 35 per cent budgeted).

| | *Appropriation 2008-2009* | *Estimated expenditures 2008-2009* | *Estimated unencumbered balance 2008-2009* | *Total requirements 2010* | *Approved budget 2009* | *Variance 2009-2010* |
|---|---|---|---|---|---|---|
| **National staff** | 22 766.4 | 22 773.1 | (6.7) | 16 499.5 | 11 280.3 | 5 219.2 |

78. The provision of $16,499,500 would provide for salaries ($11,135,900) and common staff costs ($3,340,700) for the staffing establishment of 594 national staff (97 National Officers, 497 Local level staff), hazardous duty allowance ($1,892,600), and estimated overtime charges ($130,300). A vacancy factor of 20 per cent has been applied to cost estimates for 2010.

79. Increased requirements for 2010 reflect mainly the application of a lower vacancy rate in 2010 compared to 2009 based on the actual recruitment experience of the Mission in 2009 (20 per cent in 2010 compared to 35 per cent in 2009).

80. Estimated additional requirements for 2008-2009 are attributable mainly to increased salary costs owing to a lower actual average vacancy rate of some 23 per cent in 2009 compared to a budgeted rate of 35 per cent, partially offset by unencumbered balances under common staff costs based on actual entitlements of employed staff and hazard duty allowance.

## C. Operational costs

*($75,776,200)*

| | *Appropriation 2008-2009* | *Estimated expenditures 2008-2009* | *Estimated unencumbered balance 2008-2009* | *Total requirements 2010* | *Approved budget 2009* | *Variance 2009-2010* |
|---|---|---|---|---|---|---|
| **Consultants** | 679.0 | 990.3 | (311.3) | 584.0 | 518.5 | 65.5 |

81. The provision of $584,000 would provide for consultancy services for: (a) the settlement of the boundary disputes of internal demarcations within Iraq ($74,000) (2 international consultants for a total of 2 trips and 40 days each); (b) national reconciliation ($74,000) (2 international consultants for a total of 2 trips and 40 days each); (c) constitutional matters in relation to current issues, including federal and hydrocarbon matters ($62,500) (1 international consultant for a total of 3 trips and 70 days); (d) technical areas related to implementation of key humanitarian, reconstruction and development programmes ($60,500) (2 international consultants for a total of 2 trips and 60 days); (e) technical assistance and capacity-building at the policy level on essential government service delivery ($288,000) (4 international consultants for a total of 2 trips and 90 days); and (f) technical expertise on the development of full governance framework related to the United Nations Development Assistance Framework with the Government of Iraq ($25,500) (1 international consultant for a total of 1 trip and 30 days). Calculations for consultants are based on remuneration at level C, including travel costs and daily subsistence allowance.

82. Increased requirements for 2010 reflect mainly the variety of specialized expertise required during the period in areas which have not yet been resolved and in which capacity cannot be provided in-house.

83. Estimated additional requirements for 2008-2009 are mainly the result of longer unbudgeted consultancy requirements in areas where no specialized expertise is available in-house.

| | *Appropriation 2008-2009* | *Estimated expenditures 2008-2009* | *Estimated unencumbered balance 2008-2009* | *Total requirements 2010* | *Approved budget 2009* | *Variance 2009-2010* |
|---|---|---|---|---|---|---|
| **Official travel** | 4 426.6 | 5 855.0 | (1 428.4) | 3 678.0 | 1 143.3 | 2 534.8 |

84. The provision of $3,678,000 includes requirements for the travel (airfare, daily subsistence allowance and terminal expenses) of senior Mission staff for meetings and consultations in New York, Europe and capitals in the Middle East ($526,200), travel of heads of administrative and technical support sections to participate in annual conferences and workshops in New York, Cairo, Frankfurt, Germany, and South Africa ($158,400), as well as travel by Department of Political Affairs representatives and by the Special Adviser on the Iraq Compact and other issues to the Mission area and to capitals for consultations ($186,100), by Department of Safety and Security personnel for visits to Amman to assist in the security risk assessment of new locations ($46,400) and by Department of Field Support representatives to the Mission area to provide logistical support for the build-up in new locations ($70,100). It is further envisaged that all travel within the Mission area and in connection with Mission planning and administrative support between Mission locations be accommodated by utilizing MNF-I and commercial aircraft and that approximately $500,000 will be required for reimbursement to the MNF-I and some $90,000 for airfare in this respect. In this connection, the budget also includes daily subsistence allowance requirements for within-Mission travel in the amount of approximately $1,669,400.

85. The provision further includes training-related requirements ($431,400) for travel to the United Nations Logistics Base at Brindisi, Italy, or other training locations for training courses in all administrative areas and certain substantive areas (e.g., mediation, humanitarian affairs, human rights).

86. Increased requirements for 2010 reflect mainly the inclusion of a daily subsistence allowance provision under travel costs, which was previously covered under the mission subsistence budget line under civilian personnel, as well as the attendance by Mission staff to newly required mandatory training programmes.

87. Estimated overexpenditures for 2008-2009 reflect mainly increased airfares combined with an estimated increase in the number of mandatory training programmes and the commensurate increase of Mission personnel travelling to Brindisi.

| | *Appropriation 2008-2009* | *Estimated expenditures 2008-2009* | *Estimated unencumbered balance 2008-2009* | *Total requirements 2010* | *Approved budget 2009* | *Variance 2009-2010* |
|---|---|---|---|---|---|---|
| **Facilities and infrastructure** | 24 450.4 | 20 797.3 | 3 653.1 | 17 122.9 | 17 452.1 | (329.2) |

88. The provision of $17,122,900 reflects requirements for the acquisition of 88 refrigerators (65 replacements) ($111,100), four generators ($1,421,400), various items of accommodation equipment (kitchen equipment, bedding, air conditioners) ($376,100), office furniture ($212,400) and office equipment (projectors, photocopiers, shredders) ($132,500), safety and security equipment comprising security cameras, x-rays, explosive detectors, protective clothing and training ammunition ($1,987,900) as well as fire-fighting equipment ($529,000).

89. The provision further includes requirements for the rental of premises in Amman, Tehran and regional offices in Iraq ($609,400), with premises in Baghdad and Kuwait being provided free-of-charge; utility costs for water and electricity ($204,000); maintenance services ($816,200); as well as security services, including canine explosive teams ($3,329,000), for office premises in all Mission locations. It also comprises requirements for planned alterations and renovations of existing facilities in all locations (improvements to buildings, water and electrical systems, minimal operational security standards installations) ($3,065,000); construction services in connection with major rehabilitation/construction projects for helipads, storage facilities, warehouses, and office space ($2,250,000); stationery and office supplies ($274,600); generator spare parts and supplies ($153,200); maintenance supplies ($238,800); field defence supplies ($161,000), for generator fuel for an estimated consumption of some 1,128,500 litres at an average cost of $0.85 per litre, including requirements for oil and lubricants ($1,137,600); and sanitation and cleaning materials ($113,600).

90. Slightly reduced estimates for 2010 are due mainly to fewer alterations planned for 2010 given the completion of projects during the current biennium, partially offset by minor construction projects to improve existing installations and the acquisition of additional generators.

91. Estimated unencumbered balances for 2008-2009 reflect mainly the delayed deployment to Basra, Ramadi, Najaf and Mosul and the resulting lower requirements for alterations, security installations, security and maintenance services, utility costs and rent.

| | *Appropriation 2008-2009* | *Estimated expenditures 2008-2009* | *Estimated unencumbered balance 2008-2009* | *Total requirements 2010* | *Approved budget 2009* | *Variance 2009-2010* |
|---|---|---|---|---|---|---|
| **Ground transportation** | 17 240.1 | 14 909.0 | 2 331.1 | 2 939.8 | 2 530.7 | 409.1 |

92. The amount of $2,939,800 would provide for the acquisition of three armoured and one light vehicle, two trucks, five minibuses, material handling and luggage handling equipment, including freight ($1,269,600); vehicle workshop equipment ($147,700); rental of a crane; a recovery truck, material handling equipment and a large bus ($27,600); repairs and maintenance ($552,700); liability insurance ($93,500); spare parts ($361,200); and petrol, oil and lubricants requirements ($487,500) for an estimated total annual consumption of some 318,200 litres of petrol and diesel at rates per litre varying from $0.24 to $0.95 (average around $0.70) between all UNAMI locations and taking into account a 5 per cent off-the-road adjustment factor (percentage of estimated time when vehicles are not usable owing to servicing, repairs and maintenance).

93. The overall increase in requirements for 2010 is attributable to increased requirements for repairs and maintenance and spare parts owing to the age and condition of the vehicle fleet, which are partially offset by the reduction in acquisition of vehicles as a result of prior period purchases.

94. The estimated unencumbered balance for 2008-2009 is due to armoured vehicles not being equipped with turret, which was deemed to be offensive, resulting in initially planned purchases not taking place and delays in the deployment to regional offices, which resulted in lower fuel expenditures.

| | *Appropriation 2008-2009* | *Estimated expenditures 2008-2009* | *Estimated unencumbered balance 2008-2009* | *Total requirements 2010* | *Approved budget 2009* | *Variance 2009-2010* |
|---|---|---|---|---|---|---|
| **Air operations** | 21 817.3 | 17 646.7 | 4 170.6 | 23 037.5 | 18 761.4 | 4 276.1 |

95. The provision of $23,037,500 includes requirements for the acquisition of airfield equipment ($83,500), navigation charges ($7,200), landing fees and ground handling charges ($288,800), air crew subsistence allowance ($10,500), fuel requirements for fixed-wing and rotary-wing aircrafts for an estimated consumption of 1.3 million litres at $0.53 per litre ($682,500), and liability insurance ($21,000) for fixed-wing aircraft and helicopters.

96. Further, the requirements include annual rental and operating costs for one fixed-wing aircraft/Learjet ($5,665,000) for guaranteed fleet costs (including positioning and painting), and usage estimated at some 1,600 flight hours of a Learjet, as well as for rental and operating costs of two commercially contracted

helicopters for guaranteed fleet costs (including positioning and painting) and usage at some $3,220 per flight hour for a total of 1,200 hours ($16,279,000).

97. Increased requirements for 2010 reflect mainly the estimated increased usage of helicopters compared to 2009.

98. Estimated unencumbered balances for 2008-2009 are the result of deployment delays of helicopters to the Mission area owing to difficulties in identifying suitable and willing vendors to provide modification such as anti-missile equipment on rotary aircrafts as well as difficulties in receiving Government approval for such modifications.

| | *Appropriation 2008-2009* | *Estimated expenditures 2008-2009* | *Estimated unencumbered balance 2008-2009* | *Total requirements 2010* | *Approved budget 2009* | *Variance 2009-2010* |
|---|---|---|---|---|---|---|
| **Communications** | 11 352.5 | 13 968.2 | (2 615.7) | 7 683.7 | 6 312.9 | 1 370.8 |

99. The provision of $7,683,700 reflects requirements for the replacement of equipment items and the acquisition of additional communications equipment (very high frequency/ultra high frequency (VHF/UHF) radios, base stations, very small aperture terminal (VSAT), high frequency, satellite and telephone equipment) required to sustain a functional communications network ($3,887,500). The estimate further comprises commercial communication charges, telefax and Internet Asymmetrical Digital Subscriber Line fees, satellite phones charges and Internet connectivity charges ($2,758,000); communications support services for the VSAT and wide-area network infrastructure ($96,100); and communications spare parts and consumables based on 3.5 per cent of the total anticipated communications inventory in 2010 ($583,600).

100. The provision further includes requirements for public information services comprising the production of posters, bilingual magazines, folders, and television and radio programmes ($347,500) as well as for public information consumables and supplies ($11,000).

101. Increased requirements for 2010 reflect mainly additional requirements for secure/encrypted handheld radios, global positioning system tracking systems, satellite antennas and earth stations, microwave links and telephone equipment required for the planned expansion of operations in Iraq (Ramadi, Mosul, Najaf and Kirkuk), Amman and the liaison office in Tehran.

102. Increased requirements for 2008-2009 reflect mainly the higher than budgeted cost for microwave equipment (electronic countermeasure system), an additional security measure initially not foreseen and communications charges partially offset by lower costs for public information services owing to the inability to effectively execute planned public outreach programmes given security restrictions and the delayed deployment to Basra, Ramadi, Najaf and Mosul.

| | *Appropriation 2008-2009* | *Estimated expenditures 2008-2009* | *Estimated unencumbered balance 2008-2009* | *Total requirements 2010* | *Approved budget 2009* | *Variance 2009-2010* |
|---|---|---|---|---|---|---|
| **Information technology** | 5 562.8 | 6 374.4 | (811.6) | 5 667.0 | 3 291.2 | 2 375.8 |

103. The provision of $5,667,000 includes requirements for the replacement of 50 desktops, 30 monitors and 30 laptops as well as requirements for the acquisition of 39 printers (25 replacements) and 5 digital senders, 45 servers (11 replacements) and 12 server racks, network equipment comprising switches, wireless, uninterruptible power supply equipment and firewalls as well as geographical information system equipment and plotters ($3,618,700); software renewals and new software for network management, videoconferencing, encryption, vehicle-tracking software ($690,000); centralized IT support and data storage ($494,800), the Mission's share in software licences and fees ($320,100); and costs for IT spare parts and consumables ($543,400) based on 3.5 per cent of the inventory value.

104. Increased requirements for 2010 are attributable mainly to the replacement of computers/monitors/laptops, printers, servers and wireless network as items have become obsolete, and to additional requirements for computers, servers, printers, network equipment and wireless network items owing to the planned expansion of operations in Iraq (Ramadi, Mosul, Najaf and Kirkuk), Amman and the liaison office in Tehran.

105. Estimated additional requirements for 2008-2009 are the result mainly of increased spare parts and maintenance requirements for equipment, increased software licence costs partially offset by fewer equipment acquisitions as a result of the delayed deployment to Basra, Ramadi, Najaf and Mosul.

| | *Appropriation 2008-2009* | *Estimated expenditures 2008-2009* | *Estimated unencumbered balance 2008-2009* | *Total requirements 2010* | *Approved budget 2009* | *Variance 2009-2010* |
|---|---|---|---|---|---|---|
| **Medical** | 1 011.3 | 878.7 | 132.6 | 999.3 | 656.3 | 343.0 |

106. The provision of $999,300 would cover the acquisition of miscellaneous medical equipment ($196,500); costs for the provision of medical services under an existing agreement with MNF-I ($534,800); the acquisition of drugs, medical consumables and first aid kits ($264,700); and the reimbursement of contingent-owned equipment as per standard rates ($3,300).

107. The increase in requirements for 2010 compared to 2009 is attributable mainly to increased costs of medical evacuations/repatriation based on actual costs incurred in 2009.

108. Estimated unencumbered balances for 2008-2009 reflect mainly the delayed deployment to Basra, Ramadi, Najaf and Mosul and the commensurate lower requirements for miscellaneous medical equipment.

| | *Appropriation 2008-2009* | *Estimated expenditures 2008-2009* | *Estimated unencumbered balance 2008-2009* | *Total requirements 2010* | *Approved budget 2009* | *Variance 2009-2010* |
|---|---|---|---|---|---|---|
| **Special equipment** | 129.6 | 30.0 | 99.6 | 90.0 | 88.4 | 1.6 |

109. The provision of $90,000 reflects requirements for the acquisition of observation equipment comprising 16 night vision devices and 28 binoculars (all replacements). Slightly increased requirements for 2010 reflect requirements for observation posts of the UNAMI guard units and for VIP escorts by UNAMI security personnel.

110. Estimated unencumbered balances for 2008-2009 reflect mainly the delayed deployment to Basra, Ramadi, Najaf and Mosul and the commensurate lower requirements for security equipment.

| | *Appropriation 2008-2009* | *Estimated expenditures 2008-2009* | *Estimated unencumbered balance 2008-2009* | *Total requirements 2010* | *Approved budget 2009* | *Variance 2009-2010* |
|---|---|---|---|---|---|---|
| **Other supplies, services and equipment** | 4 725.4 | 5 901.9 | (1 176.5) | 13 974.0 | 3 138.6 | 10 835.4 |

111. The provision of $13,974,000 includes requirements for the acquisition of packaging materials, specialized paper for plotters, fitness equipment and the replacement of cameras ($171,200); welfare costs ($17,400); subscriptions of newspapers and magazines ($123,800); production costs for business cards, official certificates, presentation booklets and invitations ($21,000); operational maps ($2,800); uniforms for security personnel ($187,500); and protective clothing ($100,100).

112. The provision further includes training fees, supplies and services in connection with training courses for security awareness induction training in Amman ($750,000); specialized security training (close protection, armoured vehicle driving, critical incident, weapons handling, casualty evacuation) ($98,500); fees related to technical and administrative training courses in aviation, IT, procurement, engineering transport and human resources ($115,500) as well as in substantive areas such as international humanitarian law and policies, protection of civilians, report writing and multimedia training ($57,500); hospitality ($14,000); general insurance ($91,000); bank charges ($40,000); provision for miscellaneous claims ($9,800) and miscellaneous services for cleaning and janitorial services ($1,135,000), garbage and sewage collection ($165,700), courier and other services ($268,000).

113. Estimated freight costs, customs clearance and insurance costs included in the provision reflect the deployment of equipment to the Mission area and within the Mission for a total of some 40 shipments in 2010 ($300,000).

114. The provision also includes costs for logistical and life support services for civilian personnel ($10,305,200) provided by MNF-I and local contractors.

115. Increased requirements for 2010 reflect mainly the realignment of logistical and life support services for civilian personnel under this heading of operational

costs, which were previously budgeted under civilian personnel costs, increases for cleaning and janitorial services, partly offset by a decrease in acquisition of other equipment and other freight costs as well as lower training fees than in 2009.

116. Anticipated additional requirements for 2008-2009 reflect mainly increased security awareness induction training requirements owing to a larger number of staff having to take the training than planned, additional miscellaneous equipment requirements for the Erbil office, higher costs for garbage and sewage collection, partly offset by lower than planned freight costs owing to delays in the deployment to other locations in Iraq.

## V. Status of the planned construction project for an integrated headquarters compound in Baghdad

117. In section X of its resolution 63/263, the General Assembly approved a commitment authority for $5 million for UNAMI in 2009 under section 32, Construction, alteration, improvement and major maintenance, of the programme budget for the biennium 2008-2009, to undertake design work in connection with the construction of the United Nations integrated compound in Baghdad. The Assembly also requested the Secretary-General to submit a new, complete and detailed proposal for the construction of the United Nations integrated compound for its consideration early in the second part of its resumed sixty-third session, with detailed comprehensive financial requirements and timelines of the different phases of its implementation.

118. A number of uncertainties and new developments in Iraq, as well as the fast-evolving security situation particularly in Baghdad, have necessitated repeated reviews of all planning requirements to respond to the changing conditions on the ground. This has in turn led to delays in the submission of the requested report to the General Assembly.

119. Following the bilateral security agreement signed in late 2008 between the Government of Iraq and the Government of the United States, there was a period of uncertainty regarding the security arrangements for the United Nations presence in Iraq, including rapid changes to the security posture in the International Zone in Baghdad. This led UNAMI to revise its approach with respect to the scope and construction timelines of the planned integrated compound in Baghdad towards a campus-style facility using prefabricated components on land allocated by the Government of Iraq. A "dual-track" approach was later considered to allow for quickly building a containerized facility and consolidating the presence in Baghdad to a single location while at the same time allowing for the construction of a solid and more permanent building for fewer personnel at the same location.

120. In March 2009, the United States announced its intention to drawdown its military presence in Iraq to between 35,000 to 55,000 troops by 2011. Assurances have been received that the current security arrangements for the United Nations presence will continue to be provided until the end of 2011. This commitment allowed UNAMI to further revise its planning assumptions. In that context, it was necessary to factor in the security aspects that had changed and reconsider the proposed scope and timelines for the construction project. On 19 August 2009, a series of bomb attacks on the Iraqi Ministries of Foreign Affairs and Finance left

over 100 people killed and nearly 1,200 people wounded. It is also noted that since the beginning of 2009, there have been 24 indirect fire attacks, consisting of 38 rocket/mortar rounds, on the International Zone, which have resulted in casualties and structural damage to facilities. The fact that these hostile attacks have and continue to occur in and around the International Zone serve as a constant reminder that although the overall security situation in Iraq has shown some improvement, the threat of terrorist attacks on the International Zone, in particular the use of mass-casualty-producing improvised explosive devices and indirect fire attacks, remains a serious and regular threat to the safety and security of United Nations staff and facilities located there.

121. As a result, and after careful review of all the planning assumptions requested by the Special Representative of the Secretary-General for Iraq, the conclusion was reached that the best approach would be to build an integrated compound that includes a single hardened structure (for common areas) and a series of smaller "pre-engineered buildings" for office and living accommodation. Rather than using prefabricated containers, pre-engineered buildings would better protect against the threat from possible indirect- and direct-fire weapons and large improvised explosive devices. The use of pre-engineered buildings would also give the United Nations the flexibility to adjust the size of the compound based on its staffing needs in the future. The objective is to make every effort to complete this construction project by the end of 2011. This is the Mission's preferred solution from both a security and technical standpoint. The project plan has been approved by the Departments of Safety and Security and Field Support.

122. Now that there is greater clarity on security arrangements for the International Zone until the end of 2011, and the project plan, steps have been taken to identify an architectural consultancy firm for the design phase. An expression of interest notice was sent out on 5 June 2009 to invite potential bidders to express their interest in participating in the competitive solicitation for providing architectural consultancy services. A revised statement of work, which includes the main design standards for the construction project, was completed and approved by the Departments of Safety and Security and Field Support. On 9 October 2009, a request for proposal was issued and proposals from potential bidders are due on 20 November 2009.

123. As a result of the series of reviews of all planning requirements to respond to the changing conditions in Iraq as described above, the procurement process to identify an architectural firm and begin the design phase for this project has been delayed. Now that the request for proposal has been issued to potential bidders, it will take a minimum of four months to complete the procurement process, including the site visit with vendors, the technical and commercial evaluation, obtaining the necessary approvals and negotiating and signing a contract with an architectural firm. Accordingly, the earliest that a contract could be signed is 31 January 2010.

124. Given the complexity of the project, and in response to concerns by the General Assembly on issues of proper management and oversight, a High-level Advisory Group has been set up comprising the Special Representative of the Secretary-General of UNAMI, the Under-Secretaries-General for Political Affairs, Safety and Security and Field Support, as well as the Assistant Secretary-General, Controller, and the Assistant Secretary-General for Central Support Services of the Department of Management and the Assistant Secretary-General for Legal Affairs. The group serves as the principal interdepartmental committee to provide oversight,

support and guidance to the project managers of the construction project. It will also monitor developments in the field, with a particular emphasis on adhering to the timelines, budgetary issues, operational, legal and security matters related to the integrated compound. The group is also reviewing the lessons learned from other United Nations construction projects and will apply pertinent experiences to this complex project.

125. As outlined under paragraph 50 above, under the Office of the Chief Mission Support, steps are being taken to identify and recruit a dedicated project manager at the P-5 level.

126. On 13 January 2009, the Permanent Representative of Iraq to the United Nations informed the Secretary-General via a letter of the decision of the Iraqi Cabinet to allocate $25 million from its 2009 federal budget as a contribution from the Government of Iraq towards the building of the new UNAMI headquarters in Baghdad. A trust fund has been established to receive the contribution from the Government of Iraq. The transfer of funds to the new trust fund is still pending.

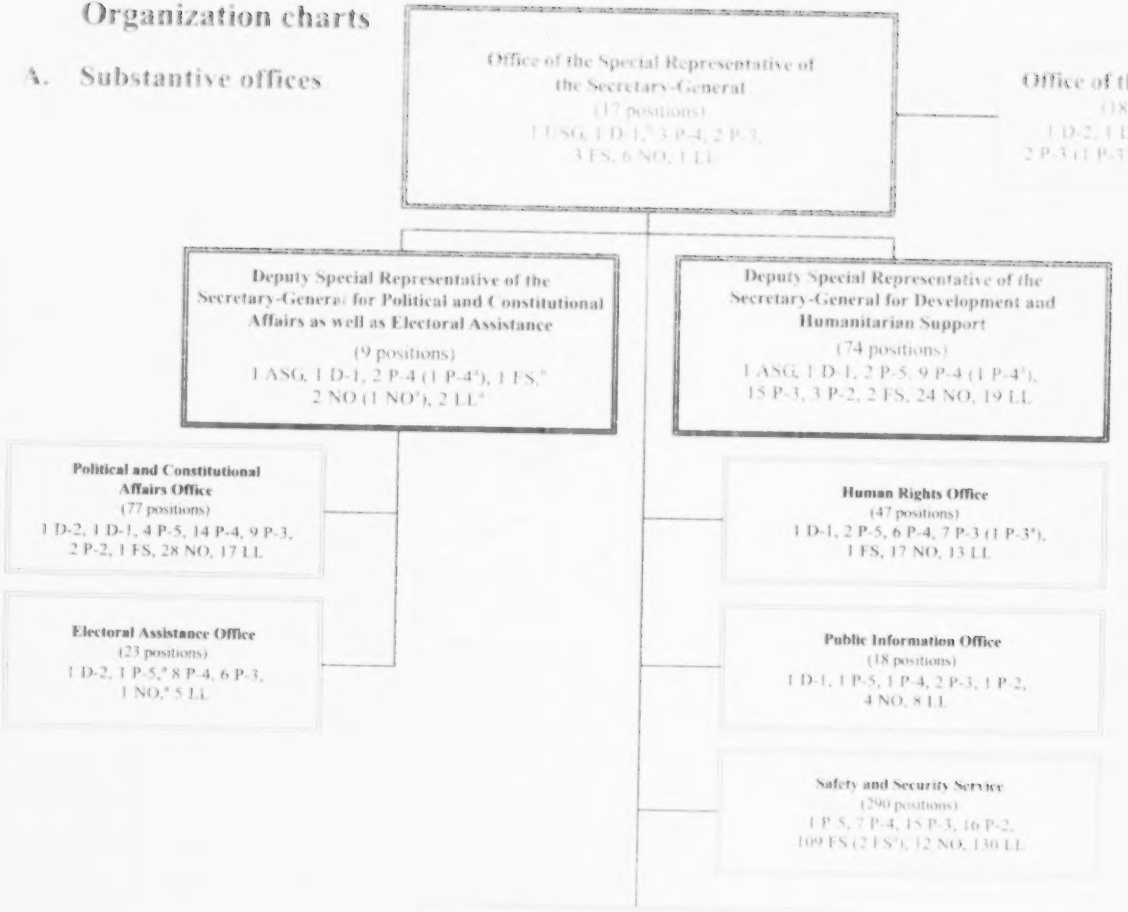
127. In view of the above-mentioned developments, the timeline for submitting a comprehensive report to the General Assembly has changed. The next report will be submitted to the General Assembly during the resumed part of its sixty-fourth session, by which time an architectural firm will have been identified.

128. In view of this revised timeline, no obligations have been made in 2009 against the commitment authority of $5 million for UNAMI approved by the General Assembly under section X of resolution 63/263 under section 32 of the programme budget for the biennium 2008-2009 to undertake the design work for this project. Therefore, the approved commitment authority will not be utilized during the current biennium. However, based on the explanations provided under paragraphs 117-127 above regarding the timeline, it is proposed that a similar commitment authority be provided for the biennium 2010-2011.

# Annex I

## Organization charts

### A. Substantive offices

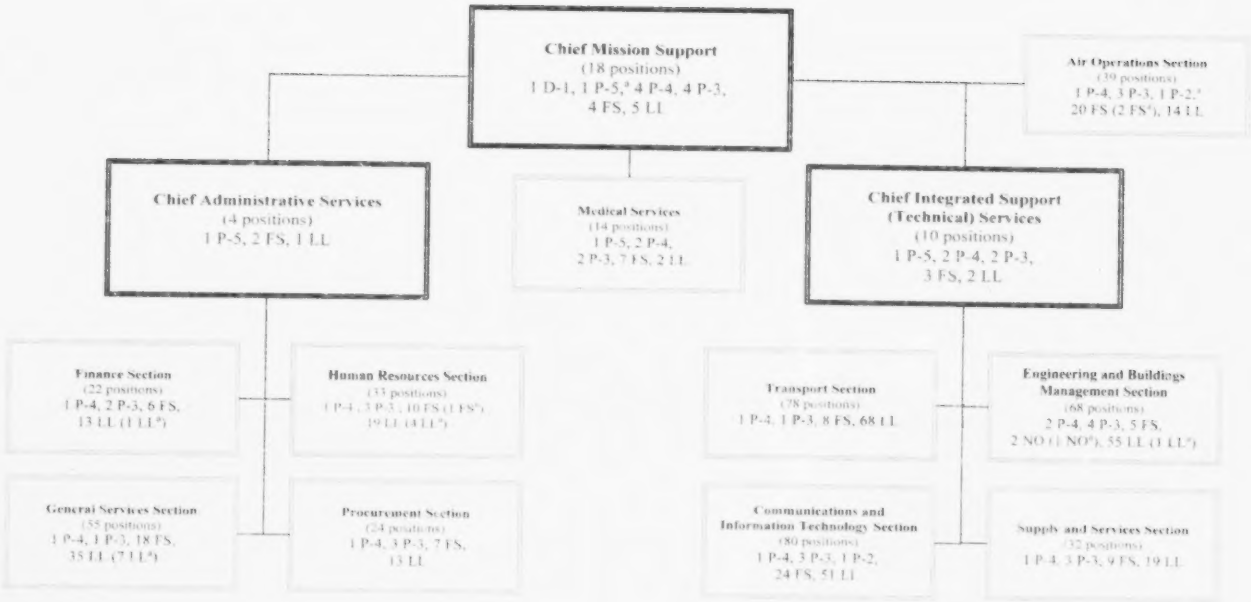

Office of the Special Representative of the Secretary-General
(17 positions)
1 USG, 1 D-1,[a] 3 P-4, 2 P-3, 3 FS, 6 NO, 1 LL
Office of the Chief of Staff
(18 positions)
1 D-2, 1 D-1,[a] 4 P-5, 3 P-4, 2 P-3 (1 P-3[b]), 1 FS, 2 NO, 4 LL
Deputy Special Representative of the Secretary-General for Political and Constitutional Affairs as well as Electoral Assistance
(9 positions)
1 ASG, 1 D-1, 2 P-4 (1 P-4[a]), 1 FS,[a] 2 NO (1 NO[a]), 2 LL[a]
Deputy Special Representative of the Secretary-General for Development and Humanitarian Support
(74 positions)
1 ASG, 1 D-1, 2 P-5, 9 P-4 (1 P-4[a]), 15 P-3, 3 P-2, 2 FS, 24 NO, 19 LL
Political and Constitutional Affairs Office
(77 positions)
1 D-2, 1 D-1, 4 P-5, 14 P-4, 9 P-3, 2 P-2, 1 FS, 28 NO, 17 LL
Electoral Assistance Office
(23 positions)
1 D-2, 1 P-5,[a] 8 P-4, 6 P-3, 1 NO,[a] 5 LL
Human Rights Office
(47 positions)
1 D-1, 2 P-5, 6 P-4, 7 P-3 (1 P-3[b]), 1 FS, 17 NO, 13 LL
Public Information Office
(18 positions)
1 D-1, 1 P-5, 1 P-4, 2 P-3, 1 P-2, 4 NO, 8 LL
Safety and Security Service
(290 positions)
1 P-5, 7 P-4, 15 P-3, 16 P-2, 109 FS (2 FS[b]), 12 NO, 130 LL
Mission Support
(478 positions)

*Abbreviations*: USG, Under-Secretary-General; ASG, Assistant Secretary-General; FS, Field Service; NO, National Officer; LL, Local level.

[a] Redeployed positions.

[b] Reclassified positions.

## B. Administrative offices



# Annex II

## Summary of posts proposed for redeployment

| *From* | *To* | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | *Office of the SRSG* | *Office of the DSRSG* | *Office of the Chief of Staff* | *Electoral Assistance Office* | *Human Resources Section* | *Security Section in Iraq* | *Office of the Chief Mission Support* | *General Services Section* | *Human Rights Office* | *Finance Section* | *Air Operations Section* | *Engineering Section* |
| Office of the SRSG | | 1 NO | | | | | | | | | | |
| Political and Constitutional Affairs Office | | 1 P-4<br>1 LL | 1 D-1 | | | | 1 P-5 | | | | | |
| Office of the Chief of Staff | | 1 P-4 | | 1 P-5<br>1 NO | 1 LL | | | | | | | |
| Office of the DSRSG | | | 1 P-3 | | | 1 FS | | | 1 P-3 | | | |
| Electoral Assistance Office | | | | | | 1 FS | | | | | | |
| Office of the Chief Mission Support | | | | | 1 LL | | | | | | 1 P-2 | |
| Security Section in Iraq | 1 D-1<br>1 LL | 1 LL | | | | | | 5 LL | | | | |
| Procurement Section | | | | | | | | 1 LL | | 1 LL | | 1 NO |
| Transport Section | | | | | 1 LL | | | | | | | 1 LL |
| Communications and Information Technology Section | | | | | 1 LL | | | 1 LL | | | | |
| General Services Section | | | | | | | | | | | 1 FS | |
| Supply and Services Section | | | | | | | | | | | 1 FS | |

*Abbreviations*: SRSG, Special Representative of the Secretary-General; DSRSG, Deputy Special Representative of the Secretary-General; NO, National Officer; LL, Local level; FS, Field Service.